

Exhibit 8

**UNITED STATES DISTRICT COURT FOR THE
DISTRICT OF RHODE ISLAND**

UNITED STATES OF AMERICA,)	
)	
Plaintiff,)	
)	
v.)	Civil Action No.: 1:14-cv-78S
)	
STATE OF RHODE ISLAND,)	
RHODE ISLAND DEPARTMENT)	
OF CORRECTIONS,)	
)	
Defendants.)	

SETTLEMENT AGREEMENT

TABLE OF CONTENTS

I.	<u>BACKGROUND AND STIPULATIONS</u>	1
	A. Correctional Officer Selection Process	2
	B. Written and Video Exams	2
II.	<u>DEFINITIONS</u>	4
III.	<u>PURPOSES OF THE SETTLEMENT AGREEMENT</u>	6
IV.	<u>FAIRNESS HEARING ON THE TERMS OF THE SETTLEMENT AGREEMENT</u>	7
	A. Provisional Entry of this Agreement.....	7
	B. Claims Administrator	7
	C. Notice of Settlement to Applicants	8
	D. Notice of Settlement to Other Interested Parties.....	9
	E. Objections to Entry of the Settlement Agreement.....	11
	F. Final Entry of the Settlement Agreement	12
V.	<u>GENERAL INJUNCTIVE RELIEF</u>	13
	A. Injunctions.....	13
	B. Settlement Agreement Compliance Officer	13
	C. Interim Selection Process	14
	D. Development and Use of Lawful Selection Devices	14
VI.	<u>INDIVIDUAL RELIEF</u>	16
	A. Two Forms of Individual Relief.....	16
	B. Institution of the Settlement Fund.....	17
	C. Notice of Entry of Settlement Agreement to Applicants	17
	D. Submission of Interest-in-Relief Forms by Potentially Eligible Applicants.....	18
	E. Determination of Claimants' Eligibility for Individual Relief	19
	F. Monetary Relief	20
	G. Priority Hiring Relief	20
	H. Proposed Individual Relief Award Lists	20
VII.	<u>FAIRNESS HEARING ON INDIVIDUAL RELIEF</u>	21
	A. Filing of Proposed Individual Relief Awards Lists with the Court	21
	B. Fairness Hearing on Individual Relief	22
	C. Notice of Preliminary Eligibility Determinations to Claimants.....	22
	D. Objecting to Individual Relief Determinations	23
	E. Filing Objections to Individual Relief.....	24
	F. Amendment to Preliminary Individual Relief Awards Lists	24
	G. Approval of Final Individual Relief Awards Lists.....	25
VIII.	<u>EXECUTION OF INDIVIDUAL RELIEF</u>	25
	A. Notice of Individual Relief Awards and Acceptance and Release	25

B. Deposit into the Settlement Fund26

C. Acceptance of Individual Relief.....26

D. Issuance of Monetary Award Checks by State29

E. Priority Hiring Relief.....31

 i. Priority Hiring Relief Awarded to Eligible Claimants Identified in
 Paragraph 91.a.....33

 a. Selection Process.....33

 b. Offer of Priority Hire34

 c. State’s Reports to the United States on Claimants Hired.....35

 ii. Priority Hiring Relief Awarded to Incumbent Correctional Officers
 Pursuant to Paragraph 91.b36

 iii. Retroactive Pension Benefits.....36

IX. RECORD KEEPING AND COMPLIANCE MONITORING39

X. DISPUTE RESOLUTION.....41

XI. DURATION OF THE SETTLEMENT AGREEMENT41

XII. COSTS AND FEES.....42

XIII. MISCELLANEOUS42

Administrator more than ten (10) days after the deadline for submission of claim forms will be provided to the Parties on a weekly rolling basis.

E. Determination of Claimants' Eligibility for Individual Relief

47. The United States and the State will confer regarding the process by which the Parties will determine whether a Claimant is eligible for individual relief under this Agreement.
48. A Claimant is eligible for monetary relief under this Agreement if: (i) the Claimant identified as African American or Hispanic when applying for any of the State's selection processes for entry-level correctional officers; (ii) between January 2000 and 2013, the Claimant failed the initial or revised written exam, or the video exam, for a test administration that resulted in an eligibility list from which appointments were made; and (iii) the Claimant met the minimum qualifications for employment that existed at the time the Claimant was disqualified by failure of the initial written, revised written, or video exam.
49. A Claimant is eligible for priority hiring relief under this Agreement if the Claimant meets the current minimum qualifications for hire as a correctional officer with the Rhode Island Department of Corrections, and either (i) satisfies the criteria in Paragraph 48; or (ii) identified as African American or Hispanic when applying for the interim selection process as described in Paragraph 33 of this Agreement, who failed the revised written exam administered as part of the interim selection process, but passed the video examination administered as part of the interim selection process, and who met the minimum qualifications for employment that existed at the time the Claimant was disqualified by failure of the written exam administered as part of the interim selection process.

F. Monetary Relief

50. The United States, in consultation with the State, shall determine the Claimants eligible for a monetary award under Paragraph 48. In order to be eligible for monetary relief, a Claimant need not express an interest in, or be eligible for, priority hiring relief, or accept an offer of employment in the correctional officer position in the Rhode Island Department of Corrections.
51. The United States, in consultation with the State, shall determine each eligible Claimant's monetary award from the Settlement Fund, such that awards are distributed among all eligible Claimants who sought monetary relief in a manner that is reasonable and equitable, considering when each Claimant was disqualified by the initial or revised written exam, or the video exam.

G. Priority Hiring Relief

52. The United States, in consultation with the State, shall determine each Claimant's eligibility to participate in the priority hiring selection process subject to Paragraph 49. Eligibility to participate in the priority hiring selection process does not ensure a Claimant will receive an offer of priority hire from the State. The State shall require any eligible Claimant seeking priority hiring relief to successfully complete the State's correctional officer screening and selection procedures that are then in effect and required of all other correctional officer applicants.

H. Proposed Individual Relief Awards Lists

53. No later than one hundred twenty (120) days after entry of this Agreement, the United States shall provide the State with:
- a. A Proposed Monetary Awards List that identifies all Claimants it finds eligible for monetary relief based on the Interest-in-Relief Forms received by the Claims